



# City of Tempe 2006 Diversity Strategic Plan

Strategic Areas	Program Strategies	Measure of Success
<b>1. Inclusion &amp; Equity</b> An inclusive workplace Encourages all employees to participate fully & contribute at their highest level. Inclusion promotes equity.	<b>ONGOING PROGRAMS</b> <ul style="list-style-type: none"> <li>Continue to include the 6-Sided Partnership on city issues. →</li> <li>Refine Employee Forum process →</li> <li>TLC will continue to provide mandatory skills training. →</li> </ul> <b>NEW PROGRAMS</b> <ul style="list-style-type: none"> <li>ADA Programming/Training →</li> <li>Creation of various employee committees to implement specific suggestions in the Multicultural and Women's Task Force reports →</li> </ul>	Inclusion of the 6-Sided Partnership on city-wide committees.  HR will provide feedback to the Steering Committee annually. In addition, the Employee Forum Subcommittee will meet with employee groups twice a year.  Evaluation of training.  Evaluation of training.  Number of employees participating and an evaluation of any programs implemented by the committees.
<b>2. Impartiality</b> Everyone has <i>stereotypes &amp; biases</i> . Continuous education & open dialogue is needed to promote understanding & awareness of the biases that create barriers.	<b>ONGOING PROGRAMS</b> <ul style="list-style-type: none"> <li>Review of Rules &amp; Regulations by 6-Sided Partnership →</li> <li>Continue Who's Your Neighbor? Brown Bag Lecture Series on Culture Awareness →</li> </ul> <b>NEW PROGRAM</b> <ul style="list-style-type: none"> <li>Focus on women's issues and challenging bias' →</li> </ul>	360 <sup>o</sup> feedback and adoption of changes.  Survey evaluation of program topics.  Evaluation of programs.
<b>3. Healthy Networks</b> Effective workplaces help employees & managers move beyond their comfort zone, by creating opportunities for networking & systems for recruiting and promoting the best candidate.	<b>ONGOING PROGRAMS</b> <ul style="list-style-type: none"> <li>Continuous review and improvement of the Mentor Program →</li> <li>Continue to endorse TLC &amp; the TLC Board in Education Partnerships →</li> <li>Promote Tempe Leadership →</li> <li>Promote Tempe Professional Development Club →</li> </ul> <b>NEW PROGRAM</b> <ul style="list-style-type: none"> <li>Women's Networking Program →</li> <li>LGBT Networking Program →</li> </ul>	Number of employees participating and evaluating program  Number of employees participating.  Number of employees participating.  Number of employees participating.  Number of employees participating.  Number of employees participating.

<h4>4. Fair Promotions</h4> <p>Effective workplaces ensure equity by developing &amp; implementing fairness &amp; objectivity in their hiring, recruitment &amp; promotional practices.</p>	<p><b>ONGOING PROGRAMS</b></p> <ul style="list-style-type: none"> <li>Continue to support HR &amp; TLC services on interview assistance and techniques, resume writing, individual coaching sessions, and employee forum preparation → Number of employees participating.</li> <li>Continue to support TLC &amp; the TLC Board in administering the CPM Scholarship Program → Number of employees participating.</li> </ul> <p><b>NEW PROGRAM</b></p> <ul style="list-style-type: none"> <li>Leadership Development Day → Number of employees participating.</li> <li>City-wide Recruitment Outreach Committee → Diversity of the applicant pool.</li> </ul>
<h4>5. Solutions</h4> <p>Effective organizations help staff recognize that conflict can be healthy. Employees &amp; Managers learn to accept &amp; appreciate differences. They learn how to resolve conflict before it becomes a major issue. City of Tempe employees are expected to resolve conflict in a solution-focused manner.</p>	<p><b>ONGOING PROGRAMS</b></p> <ul style="list-style-type: none"> <li>Promote SOLVE → Number of Grievances and EEOC Claims filed.</li> <li>Continue to support Tempe's Mediation Program → Number of mediation inquiries.</li> <li>Promote Safe Havens → Number of Grievances and EEOC Claims filed.</li> <li>Promote conflict resolution educational resources available (i.e. AGTS courses, seminars) → Number of employees participating.</li> </ul>

**Mission: To work with each other and the community to make Tempe the best place to live, work, and play.**

**Values: People...Integrity...Respect...Openness...Creativity...Quality...Diversity**